

REVISED AGENDA
Uniform Personnel Classification and Compensation Plan
Subcommittee
of the
Arkansas Legislative Council

Thursday, October 15, 2009
10:00 AM
Room 171, State Capitol
Little Rock, Arkansas

Sen. Steve Faris, Chair
Sen. Paul Bookout, Vice Chair
Sen. Jimmy Jeffress
Sen. Terry Smith
Sen. Jim Luker
Sen. Tracy Steele
Sen. Randy Laverty
Sen. Joyce Elliott
Sen. Larry Teague
Sen. Henry "Hank" Wilkins, IV, ex officio

Rep. John Paul Wells, Chair
Rep. Bill Sample, Vice Chair
Rep. George Overbey
Rep. Beverly Pyle
Rep. Ray Kidd
Rep. David Dunn
Rep. Bryan King
Rep. Andrea Lea
Rep. Jonathan Dismang
Rep. Allen Maxwell, ex officio
Rep. Nathan George, ex officio

1. Call to Order
2. Communications
 - A. Dept of Higher Education- Provisional Positions report of 10 positions approved for 4 institutions of higher education for educational projects made possible by new funds from additional federal funds, grants, gifts, or collections received by the institution.
 - B. Pay Plan Implementation Update
3. Labor Market- Special Entry Rates
 - A. Arkansas Dept of Agriculture Livestock and Poultry Commission
Position: Agriculture Program Manager
Grade and Salary Range: C120, \$37,332 to \$62,616
Salary Requested: \$58,000
 - B. Arkansas Insurance Department
Position: Public Safety Officer (4 extra help positions)
Classification numbers 22088093, 22088096, 22088099, 22088101
Grade and Salary Range: C116, \$30,713 to \$52,167
Salary Requested: \$52,000
Rate requested to accommodate \$25/hour pay for off-duty police officers.

Notice: Silence your cell phones. Keep your personal conversations to a minimum. Observe restrictions designating areas as "*Members and Staff Only*"

C. Arkansas Dept of Emergency Management
Incumbent: Tina Owens
Position: ADEM Administration Division Director
Grade and Salary Range: C123, \$43,217 to \$69,734
Current Salary: \$54,294
Salary Requested: \$59,723

4. Office of Personnel Management Pool Positions

A. Arkansas Dept of Human Services,
Division of Aging and Adult Services, Public Guardianship Office
Requested Position: Attorney Specialist, Grade C126
Salary Range \$50,029 to \$77,539
Surrendered Position: DHS/DAAS Program Specialist, Grade C116
Salary Range \$30,713 to \$52,167

B. Dept of Workforce Education- Arkansas Rehabilitation Services
Requested Position(s): Certified Vocational Rehabilitation Counselors (3 positions)
Grade C119, Salary Range \$35,554 to \$60,390
Accounting Coordinator (1 position), Grade C121
Salary Range \$39,199 to \$64,915
Surrendered Position(s): Food Preparation Technician, Grade C102
Salary Range \$15,512 to \$23,054
Food Preparation Specialist, Grade C104
Salary Range \$17,102 to \$26,144
Administrative Specialist I, Grade C106
Salary Range \$18,855 to \$29,624
Institutional Services Assistant, Grade C103
Salary Range \$16,288 to \$24,553

5. Pay Plan Correction Pool Positions

A. Northwest Technical Institute
Requested Position(s): Nurse Instructor, Grade C121
Specialized Technical Faculty, Grade C122
Education Program Manager, Grade 124 (2 positions)
Surrendered Position(s): Education and Instruction Manager, Grade C121
Career and Technical Faculty, Grade C120 (3 positions)

6. Office of Personnel Management Growth Pool Positions

A. Arkansas State Police
ASP Executive Security Guard, Grade C112, Salary Range \$25,268 to \$42,918 (1 position)
Governor's Mansion Security Detail

7. Institution of Higher Learning Growth Pool Positions

A. Southeast Arkansas College
Maintenance Specialist, Grade C112, Salary Range \$25,268 to \$42,918 (1 position)

8. Salary Administration Grids

A. Arkansas Dept of Correction

<u>Title:</u>	<u>Grade</u>	<u>Entry Rate</u>	<u>Requested Rate</u>
Licensed Professional Counselor	C119	\$35,554	\$48,000-\$60,390
Associate Professional Counselor	C117	\$32,249	\$43,500-\$52,977
ADC Psychologist (new classification)	C128	\$55,156	\$66,100-\$83,145
Psychological Examiner	C121	\$39,199	\$45,000-\$64,915
Licensed Master Social Worker	C120	\$37,332	\$43,500-\$62,454
Licensed Certified Social Worker	C121	\$39,199	\$48,000-\$64,564

6% Geographical Compensation Differential Pay Request:

Associate Professional Counselor, Grade C117

ADC Psychologist, Grade C128

Licensed Master Social Worker, Grade C121

B. Arkansas Dept of Health

Epidemiologist, Grade C122, Salary Range \$41,159 to \$67,287

<u>Pay Level</u>	<u>Requested Salary</u>	<u>Education</u>	<u>Experience</u>
Entry	\$41,159	Bachelor's Degree Master's Degree	4 years 2 years
Base	\$43,693	Bachelor's Degree plus 9 total graduate hours with 3 hours each of: epidemiological methods, general epidemiology and statistical methods	2 additional years
Base Plus	\$46,227	Master's Degree in Epidemiology, Public Health or related field	1 additional year
Base Plus	\$48,761	Master's Degree in Epidemiology, Public Health or related field	3 additional years

9. Compensation Differentials

A. Dept of Arkansas Heritage

- Associate's Degree in Business, Building Trades, Computer Technology, or Human Recourses, applicable to position, that exceeds minimum qualifications:
Up to 3% for Administrative Specialist II, Administrative Specialist III, Building and Grounds Coordinator, Maintenance Assistant, Maintenance Technician, Purchasing Specialist, Information Support Analyst, Executive Assistant to the Director, Payroll Technician

- Bachelor's Degree in Business or Financial Management, applicable to position, that exceeds minimum qualifications:
Up to 4% for Executive Assistant to the Director, Administrative Specialist II, Administrative Specialist III, Administrative Analyst, Purchasing Specialist
- Master's Degree in Business Administration, Financial Management, Science, Computer Technology, History, Public Administration, Interior Design, Land Management, Museum Studies, Human Resources, or Journalism, applicable to position, that exceeds minimum qualifications:
Up to 5% for Business Operations Specialist, Procurement Manager, Accountant II, Agency Fiscal Manager, Museum Store Manager, Fiscal Support Analyst, Personnel Manager, Public Information Specialist, Computer Support Analyst, Information System Analyst, Information System Analyst, Land Management Specialist, Data Base Analyst, Museum Program Assistant II, Museum Registrar
- Ph.D Degree in Business Administration, Public Administration, Public Policy and Administration, Financial Management, Science, or History, applicable to position, that exceeds minimum qualifications:
Up to 6% for Curator, Biologist Specialist, Historian, DAH Agency Director, DAH Assistant Director, Administrative Service Manager, Grants Analyst, Grants Specialist

10. Miscellaneous Federal Grant Program Appropriations

- A. Arkansas Economic Development Commission (6 positions)
- B. Disability Determination for Social Security Admin (10 positions)
- C. DHS/Division of County Operations (1 position)

11. Other Business

12. Adjournment